

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
International Union of Operating Engineers (IUOE)  
State Bargaining Unit 13**

**General**

In recognition of the Governor's proposed 2013/14 budget and the State's fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State. The State will incorporate the legislation, Assembly Bill 340, which established the Public Employee's Pension Reform Act of 2013 into successor agreements.

The employer recognizes that the IUOE BU 13 contract expires July 1, 2013 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Preamble

Article 1 – Recognition

Article 2 – Union Rights

Article 3 – Management Rights

Article 4 – General Provisions

The State will be prepares to discuss changes to this provision that are consistent with current laws.

Article 5 – Grievance and Arbitration Procedures

Article 6 – AWOL Automatic Resignation

Article 7 – Hours of Work and Overtime

Article 8 – Holidays

Article 9 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 10 – Health and Welfare

The State will be prepared to discuss health benefit changes.

#### Article 11 – Retirement

The State will be prepared to negotiate the inclusion of the Public Employee's Pension Reform Act of 2013 into successor agreements.

#### Article 12 – Safety and Health

#### Article 13 – Career Development

#### Article 14 – Post and Bid

#### Article 15 – Business and Travel Expenses

The State will be prepared to discuss changes to this article that are fiscally responsible and that will achieve improved efficiencies within State government.

#### Article 16 – Salaries

The State will be prepared to discuss changes to this article consistent with current laws.

#### Article 17 – Duration

#### Article 18 – Contract Protection – Continuous Appropriations

The State will be prepared to discuss changes to this article.

#### Addendums

### **New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.